



ANDERIDA ADOLESCENT CARE

ANTI-DISCRIMINATION POLICY

Anderida will foster positive attitudes towards human diversity. Resources and activities will ensure that young people develop in an environment free from prejudice and discrimination and we will embrace differences between individuals. Anderida will encourage recognition of the value of each individual and will not discriminate on grounds of nationality, gender, ethnicity, colour, sexual orientation, disability, culture, language, religion, marital or parental status or age. This applies to children, parents, employees, as well as the wider community. All young people will be given opportunities to develop to their full potential and gain a positive identity. All forms of discrimination and harassment will be treated seriously, and it will be made clear that such behavior is unacceptable following disciplinary and grievance procedures. Employment policies and procedures set out the guidelines that are to be followed when discriminatory language or behavior are used.

Individuals have a right to:

- Be treated with respect and voice their opinions.
- Equal opportunities.
- Education.
- Health care.
- Primary care.
- A safe and secure environment.
- Access to family/significant others.
- Access to advocacy/independent visitors.
- Access to legal representation.
- Not be stigmatised or be treated differently because of ethnicity, culture or they are in the care system.
- Be supported in accessing resources relevant to their culture and beliefs.
- Resources that are multicultural and non-sexist, containing positive images of all groups.

Our mission statement:

Here at Anderida we accept and respect all individuals and are committed to an inclusive environment for all.

We will:

- Challenge all discrimination including nationality, gender, ethnicity, colour, sexual orientation, disability, culture, language, religion, marital or parental status or age
- Not promote unhealthy stereotypes

- Take meaningful action and open up dialogues that are uncomfortable but vital
- Take extra time to be inclusive socially and practically
- Promote British values
- Assist people to overcome any barriers
- We will support people to recognize their potential and abilities
- Take care in all aspects of social graces, like making a conscious effort to pronounce and record people's names correctly, asking if we are unsure.

We will challenge all forms of discrimination inclusive of:

- Communication and promotion of racist ideologies
- Stereotyping because English isn't someone's first language
- Generalizing when it comes to someone's sexuality
- Humor that is inappropriate and may cause offense to another individual

(Also see Equal Opportunities Policy)